POINT (DDS&T)

- Concerned trying to define and implement too hastily.

SUGGESTED SOLUTION (DDS&T)

- Issue Agency notice to establish, include proposed structure and commitment - finish details by 1 November.
- Ask to declare intent.

POINT (DDS&T)

- Concern for inclusion of SPS.

- SPS not covered by ceiling.

- Cause difficulty hiring technical personnel.

- SPS should not be ranked competitively with managers.

COMMENT

- SPS is covered by ceiling of ███ allowances.   STATINTL

- Would be added to supergrade ceiling.

- Would not be eligible for awards if excluded.

- If not included should consider whether include analysts, case officers, and other specialists.

- Could include and establish separate system.

- Performance awards would be recommended based on performance.

POINT (RMS)

- Avoid confusion by changing name.

COMMENT (RMS)

- Name "DCI'S SENIOR INTELLIGENCE SERVICE".

POINT (RMS)

- Establish review board similar to PRC

  for ICS.

COMMENT (RMS)

- Board include members from RMS and CTS.

  Chaired by D/Pers.

- Recommends to DDCI.

POINT (DDA)

- What are consequences of not joining
  SIS?

COMMENT (OP)

- Individual be allowed remain in position.
- Not eligible for:
  - --promotion
  - --awards
  - --leave accrual
  - --sabbaticals
  - --reassignment to SIS position
- Management decides blocking SIS position:
  - --may reduce in grade
  - --may reassign to GS-15 positions
    and downgrade

POINT (DDO)

- Proposed conversion pg 51 results in serious imbalances in number senior positions at various levels.

PROPOSED SOLUTION

Make initial conversions to the President's recent revised pay scales:

Level	Salary	Number
SIS-1	$47,889	
SIS-2	$49,499	
SIS-3	$51,164	
SIS-4	$52,884	
SIS-5	$54,662	
SIS-6	$56,500	

STATINTL

POINT (COMPTROLLER)

- Expresses concern about the Annual

   Work Plan.

COMMENT (OP)

- AWP, now part of PAR, with supplemental

   instructions will provide necessary

   guidance needed.

- Supplemental instructions now being

   developed by OP.

POINT (D/OGC)

- Raises question whether individuals should be given option of joining.

COMMENT (OP)

- Believe individual should decide the question themselves.
- Need to understand advantages and disadvantages.

POINT (DDA)

- Raised question supergrades in PRA
  status.

COMMENT (OP)

- Should be treated like any other
  supergrade relative to joining.
- Performance must be significantly
  higher for consideration for awards.

POINT (DDO and DDA)

- Clarify process for nominating
  detailees for performance awards.

COMMENT

1. Nomination by supervisors and senior
   resources board of directorate in which
   working and forward to PRC. (Comptroller)

2. Nominate by supervisors and send to parent
   career services senior resources board for
   consideration. (DDA)

3. Adopt either method as dictated by the
   situation. (DDO)

POINT (DDS&T)

- Concern about adverse morale aspects of 50% limitation on performance awards.

DDS&T SUGGESTED APPROACH

- Less harmful to morale to reduce size of group not receiving awards to 10-20% of SIS cadre. Perhaps award 4-5% base pay to 20th or 50th percentile performers.

COMMENTS

- The 50% limitation is a provision of the CSRA to "encourage excellence of performance" and insure selectivity with only the strongest performance warranting awards.

POINT (DDS&T)

- Tailor award structure to ease grade
  compression.
- Establish firm and clear groundrules
  for administering awards.

COMMENTS (OP)

- Salary levels proposed by President
  established to recognize levels of
  responsibilities.
- Awards structure is to recognize
  performance.
- Must avoid actions perceived to favor
  senior management.

Comptroller

- Concern about spreading the
  Wealth - Frank - Joe

POINT (DDS§T)

- Expresses concern of interleaving Career Services' recommendations into prioritized list.

- Suggests may be preferable that a fixed percentage of SIS members in each Career Service be eligible.

COMMENT (OP)

- Various options will be forwarded for consideration by DCI/DDCI and ExComm.

- Proposed system might result in more deserving being excluded.

- DDCI should maintain flexibility on allocation.

POINT (COMPTROLLER)

- Should separate promotion process

  from performance review process.

COMMENT (OP)

- Concur and are taking necessary

  steps.

/3

POINT (OGC and IG)

- System for evaluating and recommending members of SIS for awards creates potential threat to independence of Inspectors, Attorneys and Auditors.
- Should be administered by DCI/DDCI.

COMMENT (OP)

- Promotion process, suggestion awards program, exceptional achievement awards systems, etc., all pose some problem.
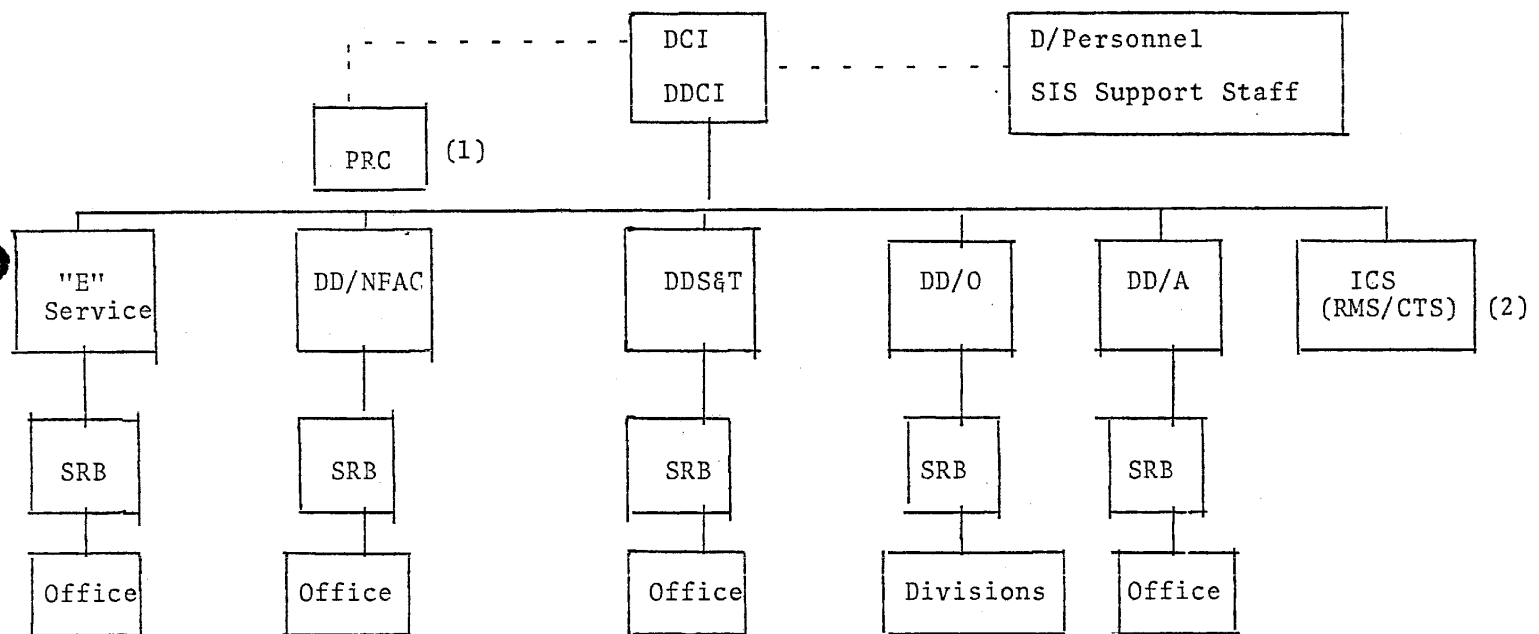- Chairman "E" Career Service is member of PRC.

POINT (COMPTROLLER)
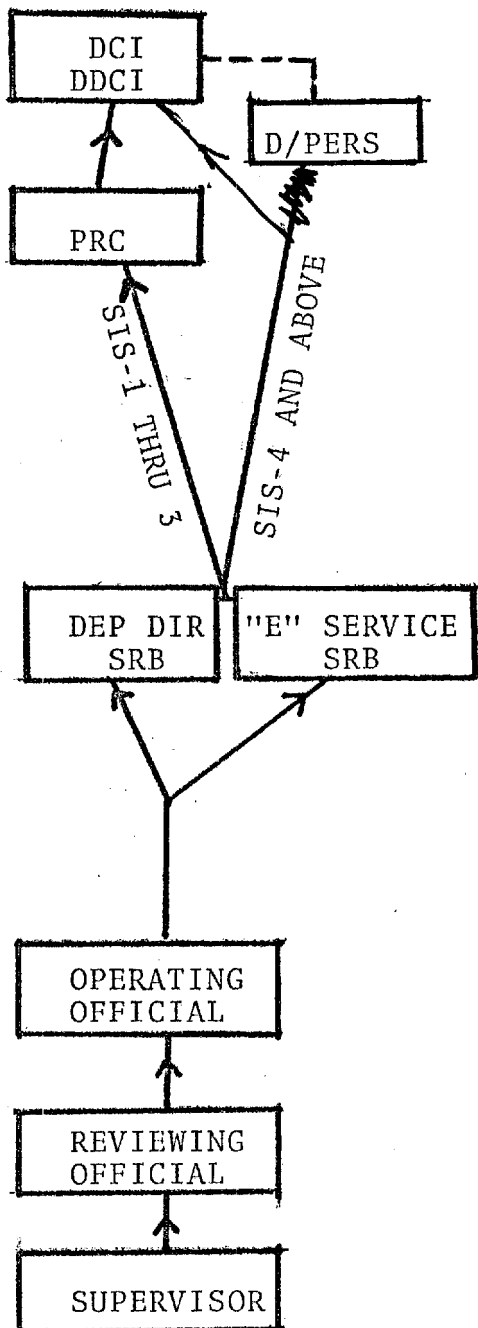
- Questions need for the PRC.

COMMENT (OP)

- Provides final overview of entire

  Agency of all recommendations.

SIS MANAGEMENT STRUCTURE

```
                    ┌─────────────┐            ┌──────────────────────┐
          ┌ ─ ─ ─ ─ │ DCI         │            │ D/Personnel          │
          │         │             │ ─ ─ ─ ─ ─  │                      │
          │         │ DDCI        │            │ SIS Support Staff    │
     ┌─────────┐    └─────────────┘            └──────────────────────┘
     │ PRC     │(1)        │
     └─────────┘           │
  ┌──────────┬──────────┬──┴───────┬──────────┬──────────┬──────────────┐
┌───────┐ ┌─────────┐ ┌────────┐ ┌────────┐ ┌────────┐ ┌─────────────┐
│ "E"   │ │ DD/NFAC │ │ DDS&T  │ │ DD/O   │ │ DD/A   │ │ ICS         │(2)
│Service│ │         │ │        │ │        │ │        │ │ (RMS/CTS)   │
└───────┘ └─────────┘ └────────┘ └────────┘ └────────┘ └─────────────┘
    │         │           │          │          │
┌───────┐ ┌─────────┐ ┌────────┐ ┌────────┐ ┌────────┐
│ SRB   │ │ SRB     │ │ SRB    │ │ SRB    │ │ SRB    │
└───────┘ └─────────┘ └────────┘ └────────┘ └────────┘
    │         │           │          │          │
┌───────┐ ┌─────────┐ ┌────────┐ ┌──────────┐ ┌────────┐
│Office │ │ Office  │ │ Office │ │ Divisions│ │ Office │
└───────┘ └─────────┘ └────────┘ └──────────┘ └────────┘
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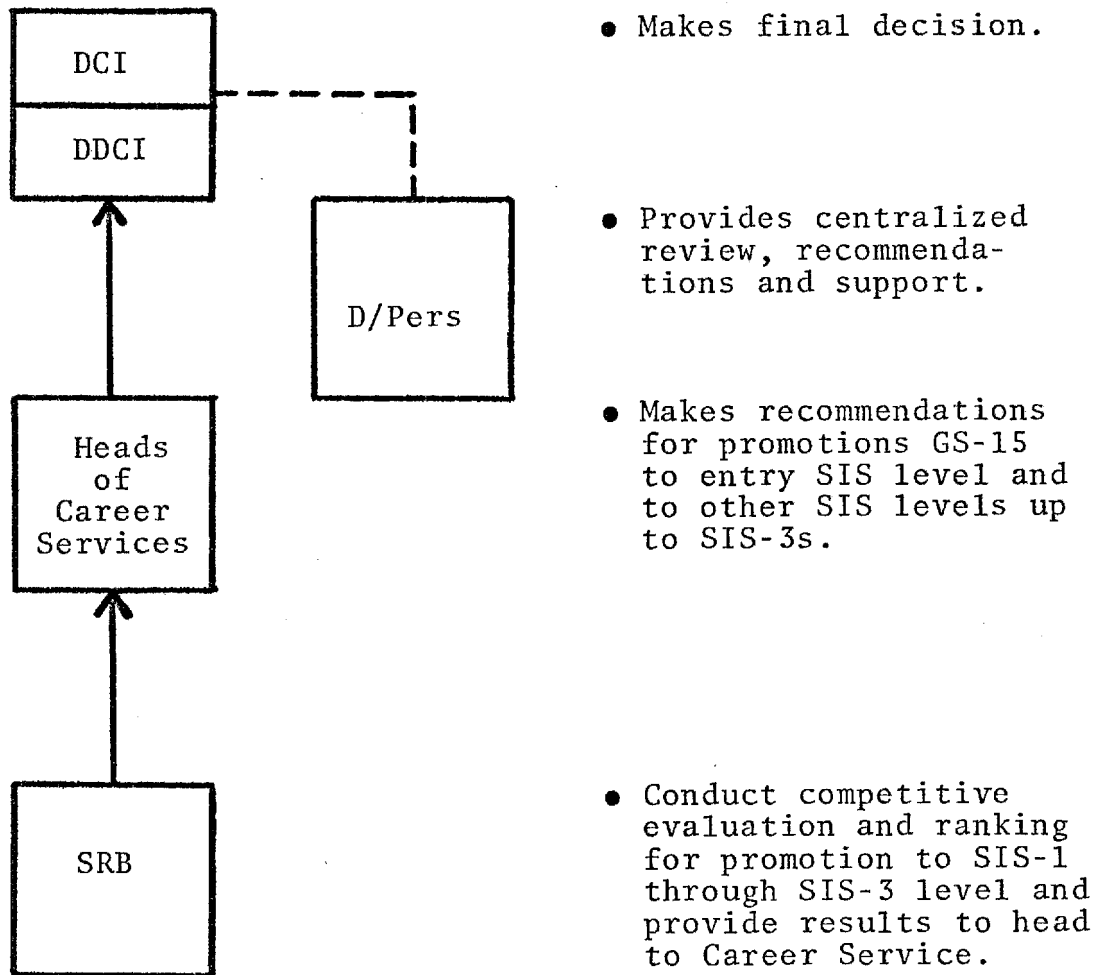
NOTES: 1) PRC - members will be the four DD's, the Chairman of the "E" Career Service
          and the Director of Personnel.

       2) RMS and CTS will fully participate in the SIS but will be managed and administered
          under separate but parallel procedures.

AWARDS

FLOW DIAGRAM

DCI
DDCI

D/PERS

PRC

SIS-1 THRU 3

SIS-4 AND ABOVE

DEP DIR
SRB

"E" SERVICE
SRB

OPERATING
OFFICIAL

REVIEWING
OFFICIAL

SUPERVISOR

- MAKES FINAL DECISIONS.

- PROVIDES SUPPORT TO DDCI AS NEEDED.

- REVIEWS RECOMMENDATIONS FOR AWARDS ON SIS-1 THROUGH SIS-3 LEVEL, CONSOLIDATES AND PRIORITIZES LOWER 10%.

- RECOMMENDS TO DDCI AWARDS ON SIS-1 THROUGH SIS-3 OF UP TO 50% FOR PERFORMANCE AWARDS, 50% MERITORIOUS OFFICER AND 1% DISTINGUISHED OFFICER STIPENDS.

- REVIEWS, CONSOLIDATES AND PRIORITIZES LOWER ONE-THIRD.

- FORWARDS RECOMMENDATIONS OF NOT MORE THAT 55% PERFORMANCE AWARDS, 10% MERITORIOUS AND 2% DISTINGUISHED EXECUTIVE STIPENDS. (SIS-1 THROUGH SIS-3 TO PRC AND SIS-4 DIRECTLY TO DCI/DDCI.)

- REVIEWS ALL COMPONENTS RECOMMENDATIONS, CONSOLIDATES, PRIORITIZES AND FORWARDS 60% FOR CLASS OF AWARDS.

- REVIEWS PAR.

- RECOMMENDATIONS TO OPERATING OFFICIAL.

- RATES MEMBER.

- RECOMMENDS AWARDS.

- PRIORITIZES.

PROMOTION FLOW DIAGRAM

```
┌─────────────┐
│     DCI     │ ● Makes final decision.
├─────────────┤
│    DDCI     │
└─────────────┘
       ▲
       │         ┌─────────────┐
       │         │             │   ● Provides centralized
       │         │   D/Pers    │     review, recommenda-
       │         │             │     tions and support.
       │         └─────────────┘
┌─────────────┐
│   Heads     │   ● Makes recommendations
│    of       │     for promotions GS-15
│   Career    │     to entry SIS level and
│  Services   │     to other SIS levels up
└─────────────┘     to SIS-3s.
       ▲
       │
       │
┌─────────────┐   ● Conduct competitive
│             │     evaluation and ranking
│     SRB     │     for promotion to SIS-1
│             │     through SIS-3 level and
│             │     provide results to head
└─────────────┘     to Career Service.
```

NOTE: Promotion to SIS-4 and above
      level will be administered
      directly by the DCI/DDCI.